Environmental Policy

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Approved By	Chief Financial Officer (WRS)
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Introduction

One of the Easby Group core values is sustainability, and we recognise that a key part of that is understanding the impact on the environment of our business activities, and identifying and acting on ways we can positively contribute to the environment.

This policy sets out our overarching commitment to having a positive effect on the environment, preventing pollution, ensuring adverse environmental impacts from our business are eliminated (or reduced as far as possible if this not feasible), and details some of the ways in which we will do this.

Scope

This policy is applicable to all Easby Group activities, and consideration of environmental impact should be a part of all decision making.

Responsibilities

The Executive Team will retain overall oversight of, and responsibility for the Groups compliance with this policy, but all employees play a vital role in enacting environmentally responsible approaches in day-to-day activities and identifying where and how we may be able to improve.

The HR & ESG Manager will have operational responsibility for monitoring the Groups environmental impact, identifying areas for development and enacting improvement measures.

Environmental Objectives

One of our standing Group strategic objectives is to review and develop our environmental, social and governance (ESG) position. As such each year we will review our current environmental performance and set objectives to see improvement and ensure we are able to reach Net Zero by 2050 at the latest.

During 2024 we aim to achieve ISO14001 accreditation for our environmental management system.

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Compliance Obligations

We are committed to ensuring that as a minimum we are fully compliant with all legal and regulatory requirements. As an importer and distributor of goods (and the packing it is in) we understand the range of obligations on us and have processes and procedures in place to ensure our compliance.

Our Environmental Management System is incorporated into our Quality Management System, with regular audits and monitoring in place, including in such compliance areas as waste management and packing.

Facilities & Estates

Across the Easby Group we have a mixture of office and warehouse space, but have the following principals in place for all locations:

- We use energy saving options wherever possible, such as LED lights, thermostats on heating and cooling systems and having suitable insulation in place.
- Where viable, renewable energy will be used, either via local installation (e.g. solar panels), or through renewable energy suppliers.
- Office and warehouse locations are near to public transport.
- Facilities are provided to support staff to cycle to work.
- Promotion and consideration of the Waste Hierarchy in all our activities; prevent, reduce, reuse, recycle, recover, dispose.
- We will monitor our usage of electricity, gas and water, and aim to reduce our usage wherever possible.
- We use local suppliers for cleaning, maintenance and property upkeep, and will liaise with suppliers on the products and processes used to ensure environmental impacts are considered.

Purchasing

Whenever purchasing any items environmental considerations will be part of the decision-making process.

Key consideration will be given the waste hierarchy, so that items are only purchased where we are unable to operate without it and cannot reasonably reuse existing materials.

Where items are purchased, they will be made from recyclable materials wherever possible and be able to be recycled again. Consideration will also be given to transport miles involved in the product.

Re-use & Recycling

Wherever it has not been possible to prevent or reduce waste we look for ways to reuse and / or recycle.

- Packaging - the significant majority of boxes entering our warehouses are reused for further shipping. We use recycled paper packing as the primary filler material, which is both recycled and recyclable. Wherever possible we also reuse other packaging items received.
- Pallets - reused wherever possible, they are passed to a local company for recycling when no longer required / usable.

- Office suppliers – we have recycling in place for toner cartridges, paper, plastics, coffee pods and other consumables.
- Batteries - we provide battery recycling both internally and for customers in relation to batteries bought from us.
- All our premises are equipped with recycling bins.

Travel & Transport

As an importer and distributor of goods we acknowledge that transport is a significant factor in our carbon footprint. We primarily utilise shipping for moving goods between countries, which is substantially less harmful to the environment than air freight.

Our use of remote working technologies, such as MS Teams, has enabled us to reduce travel, however the nature of our business does require in person attendance at customer sites and events. We encourage car sharing wherever possible to reduce the impact of these journeys and all future company cars will be ultra-low emission vehicles.

We have a salary sacrifice car scheme available to all staff on which ultra-low emission vehicles are heavily incentivised.

Were possible we hire people from the local area in order to reduce commuting and increase the viability of public transport usage.

Continual Improvement

We are actively working to develop our understanding of the impact our activities have on the environment and how to minimise the negative and maximise the positive effects; including with our supply chain and customers.

Appendix 1 – Version History

Date	Version	Notes on amendments	Updated by
Mar-22	2.8	Updated to Easby Group	GH
25/04/23	3	New format including more detail	KFM
15/04/24	4	Updated to comply with ISO14001 standard	KFM